

Seattle Race and Social Justice Initiative

Racial Equity Toolkit

to Assess Policies, Initiatives, Programs, and Budget Issues

The vision of the Seattle Race and Social Justice Initiative is to eliminate racial inequity in the community. To do this requires ending [individual racism](#), [institutional racism](#) and [structural racism](#). The Racial Equity Toolkit lays out a process and a set of questions to guide the development, implementation and evaluation of policies, initiatives, programs, and budget issues to address the impacts on racial equity.

When Do I Use This Toolkit?

Early. Apply the toolkit early for alignment with departmental racial equity goals and desired outcomes.

How Do I Use This Toolkit?

With Inclusion. The analysis should be completed by people with different racial perspectives.

Step by step. The Racial Equity Analysis is made up of six steps from beginning to completion:



Racial Equity Toolkit Assessment Worksheet

Title of policy, initiative, program, budget issue: Food Action Plan Update

Description: The Food Action Plan is the City of Seattle's roadmap for an equitable, sustainable, and resilient local food system that supports healthy, vibrant communities. The Plan outlines strategies and actions the City can take to improve our local food system while advancing interrelated goals of race and social justice, food security, health, environmental sustainability, economic development, fair labor standards, and more. The Plan is also a framework to coordinate and align the many City departments that develop and implement food programs and policies. In Q3 2021, a multi-department effort began to update the Food Action Plan for the first time since 2012.

Department: Office of Sustainability & Environment

Contact: Bridget Igoe, Strategic Advisor, Food Policy & Programs,

Policy **Initiative** **Program** **Budget Issue**

Step 1. Set Outcomes.

1a. What does your department define as the most important racially equitable community outcomes related to the issue? (Response should be completed by department leadership in consultation with RSJI Executive Sponsor, Change Team Leads and Change Team. Resources on p.4)

- *Increase Community Food Security:* All Seattle residents have enough to eat and easy access to fresh, affordable, nutritious, and culturally relevant food, regardless of race, place, and income.
- *Support Local & Traditional Foods:* Seattle food policies and programs support traditional food practices, regenerative practices, locally grown and harvested foods and community food production, focusing on those communities historically excluded from land and water access.
- *Expand Equitable Economic Opportunities & Fair Labor Practices:* Seattle food policies and program create economic opportunities for food producers and a valued workforce, centering workers and communities most impacted by racism.
- *Prevent Food Waste and Climate Pollution:* Seattle food policies and programs protect and improve the environment, prevent food-related waste, and protect and improve neighborhoods and communities harmed first and worst by climate pollution.

Note: These are the four goal areas of the draft Food Action Plan Update. Additional community outcomes are defined in the eight Strategic Priorities and specific racial equity outcomes are defined at the Action level.

1b. Which racial equity opportunity area(s) will the issue primarily impact?

Education
Community Development
Health
Environment

Criminal Justice
Jobs
Housing

1c. Are there impacts on:

Contracting Equity
Workforce Equity

Immigrant and Refugee Access to Services
Inclusive Outreach and Public Engagement

Please describe:

Seattle's Food Action Plan (FAP) uses a food systems approach to identify strategies and actions. As a result, the FAP impacts all the issue areas listed above. At its most basic level, the food system includes all the activities involved in food production, processing and cooking, distribution and retail, consumption, and waste

management. As implied by use of the term “system”, these activities are not separate but rather are strongly interconnected, with many factors that both influence and are influenced by the chain of activities. Economics, labor, politics, natural environment, climate, health, and society all shape and are shaped by the food system—and these are both drivers and outcomes of the food system. Because of this interconnectedness, when specific food policies or programs are implemented, all dimensions are affected in some way, directly or indirectly, intentionally and unintentionally.

Step 2. Involve stakeholders. Analyze data.

2a. Are there impacts on geographic areas? **Yes** No

Check all neighborhoods that apply (*see map on p.5*):

All Seattle neighborhoods

Ballard

North

NE

Central

Lake Union

Southwest

Southeast

Delridge

Greater Duwamish

East District

King County (outside Seattle)

Outside King County

Please describe:

2b. What are the racial demographics of those living in the area or impacted by the issue?

(See Stakeholder and Data Resources p. 5 and 6)

Patterns of racial disparities exist in every aspect of the food system, from who experiences food insecurity and related health impacts to who is exploited for labor in food and agricultural industries to who has access to land and waterways to produce food. Often what kinds of food traditions and knowledge are valued in the food system center on white culture, norms, and values without query or critique.

The following section describes the racial inequities that exist throughout our food system for each of the community outcomes listed in Question 1a above.

Community Food Security: Between 2018-2020, even before the onset of the COVID-19 pandemic, almost 10.7 percent of Seattle adults experienced food insecurity, but the rates were much higher for households that are low-income, BIPOC, include children, or have recently had or expect job loss. In Seattle, Black and Hispanic households are more than *four times* as likely to experience food insecurity (28.4-33.2% between 2018-2020) than white and Asian households (6.3-8.0% between 2018-2020) ([BRFSS data](#)). While population surveys in Seattle lack enough data to reliably report food insecurity rates among American Indian/Alaska Native (AI/AN) and Native Hawaiian and Pacific Islander (NH/PI) households, a survey conducted in King, Pierce, and Snohomish counties in 2020 combined the results for AI/AN, NH/PI, and people of multiple races. This group was the most likely to not have enough food (31%), followed by Black and Hispanic/Latinx respondents (both 13%) ([PHSKC data](#)).

Access to nutritious, affordable, convenient, and culturally relevant food is not equitably distributed across the city. Local mapping studies show that neighborhoods with longer travel times to healthy food retailers and higher percentage of *unhealthy* food retailers are concentrated in low-income and BIPOC communities, especially areas near the southern boundary around the Duwamish waterway (including Georgetown, South Park, Delridge, and High Point) and in small pockets in the north end ([PHSKC 2018](#)).

Access to Land and Natural Resources for Local Food Production: Access to local land and natural resources for food production is highly limited in our area and state, with competing pressures from population growth, urban development, and need for more housing. The cost of land is prohibitive for most in Puget Sound and settler colonialism and racism have displaced and excluded BIPOC communities from accessing land and watersheds for food.

Indian tribes have been systematically denied their treaty rights to ancestral lands and watersheds of western Washington they inhabited for millennia, their cultures based on harvesting fish, wildlife, and other natural resources in the region ([Northwest Treaty Tribes](#)). Japanese farmers throughout the Puget Sound region were dispossessed of their land due to forced internment during World War II ([Seattle Globalist 2017](#)). Farmers, farmworkers, and other food producers—particularly from immigrant, Black, Indigenous, Mexican, LatinX, Japanese, Hmong, South and Southeast Asian, and other farming communities of color—continue to be exploited, and struggle economically ([Rosales-Castañeda, N.D.](#); [Segerstrom 2021](#)).

The U.S. Department of Agriculture has historically prioritized investments and policies benefitting white-led, large-scale agriculture, which has built wealth and land access at the expense of Black farmers and farmers of color local ([New Republic 2002](#), [EGW 2021](#)). Today, the failure to invest sufficiently and fairly is evident in the racial breakdown of principal producers in Washington State—white farmers outnumber farmers of color 20 to one (see Table below).

Data for King County show similar disparities by race, with white farmers outnumbering farmers of color eleven to one. The same agricultural investments and policies have damaged and polluted air, land and water and contributed to climate change.

Table: WA Farms and Land in Farms by Race of Principal Producers ([2017 Census of Agriculture](#))

	Farms (number)	Land in farms (acres)
American Indian or Alaska Native	432	2,822,900
Asian	489	65,367
Black or African American	68	6,345
Native Hawaiian or Pacific Islander	63	3,578
White	34,767	11,794,944
More than one race reported	628	109,608

Property ownership in Seattle, as throughout the U.S., is rooted in many historical harms including colonization and theft of Indigenous lands, control of land and resources through redlining, displacement, disinvestment, and other racist practices. Nationally, 45% of young farmers and 68% of young farmers of color characterize acquiring land for food production to be very or extremely challenging ([National Young Farmers Coalition 2022](#)).

In addition to agriculture, fisheries are an immensely important industry and food source in Western Washington. Today, the [Washington Department of Fish and Wildlife](#) and the [Northwest Indian Fisheries Commission](#) (NWIFC) work together to manage the state's fisheries. The NWIFC was created in 1974 following the *United States vs. State of Washington* ruling ([Boldt Decision](#)) that re-affirmed the tribes' treaty-reserved fishing rights and established them as natural resources co-managers with the State of Washington. The ruling – which has been upheld by the U.S. Supreme Court – established the tribes as co-managers of the resource entitled to 50 percent of the harvestable number of salmon returning to Washington waters.

Economy & Labor: Food sales, restaurants, food products and food service are an important part of the local economy. Food production, food sales, and dining establishments account for over **130,000¹** jobs in the Seattle area. In 2020-21, Seattle households spent 11.9 percent of their budget on food. Seattle-area households spent \$6,686, or 65.2 percent, of their food dollars on food at home and \$3,568 (34.8 percent) on food away from home ([U.S. Bureau of Labor Statistics](#)).

Building shared prosperity means creating the conditions that keep local food businesses successful while expanding equitable economic opportunity in underserved communities and for underrepresented entrepreneurs. People of color own a disproportionately low share of businesses in Seattle. While people of color make up about a third of Seattle's adult population, they own less than a quarter of the businesses here. The deepest disparities are in the ownership of businesses with employees. While Blacks are roughly 7 percent of Seattle's adult population, they own just 1.5 percent of firms with employees ([OPCD 2020](#)). To further highlight these disparities, according to the current Census data from the Survey of Business owners, the value of White-owned businesses in Seattle (\$1,006,920) is two times that of the national rate (\$440,343), while Black businesses are only worth \$81,777, topped by Native American businesses at \$144,762 and Asian American businesses at \$372,280. Current Census data does not provide any insights into how much Latinx businesses are worth ([Prosperity Now 2021](#)).

A healthy local food economy also allows farmers, business owners, and workers across the food system to earn a living

¹ Data is from 2012. Working with OED to update.

wage and be treated fairly. In Seattle, food services and retail are the top industries for Seattle Office of Labor Standards (OLS) complaints and investigations of unfair labor practices, including violations of Paid Sick and Safe Time, Wage Theft, Minimum Wage, Fair Chance Employment, and Secure Scheduling ([OLS](#)). COVID-19 has exacerbated workplace inequities and increased labor standards violations in low-wage food industry jobs, which are most likely to be occupied by female workers, workers of color, immigrant and refugee workers, LGBTQ workers, workers with disabilities, veterans, and youth.

Food Waste: Food waste is a serious issue with environmental, climate, social, and economic impacts. Food is the single largest material in Seattle's waste stream, even though food is banned from the garbage. Approximately 20% of residential garbage and 25% of business garbage is composed of food waste ([SPU 2016](#), [SPU 2020](#)). According to Seattle's geographic-based greenhouse gas emissions inventory, food waste is responsible for a third of all emissions in the Waste sector ([OSE 2023](#)).

Environmental pollution and climate change are racial justice issues. People of color are far more likely to live in areas where there are both polluters and polluted air, water, and soil ([Tessum et al, 2021](#); [Bravo et al, 2016](#)). Air pollution causes and worsens diseases ranging from asthma to cancer, several lung illnesses, and heart disease. It is also linked to low birth weight, asthma severity, heart attacks, and premature death ([Manisalidis et al, 2020](#)). Communities of color experience disproportionate and cumulative exposures to harmful environmental pollution, resulting in racial disparities in these health outcomes in Seattle and across the U.S. ([PHSKC](#))

2c. How have you involved community members and stakeholders? *(See p.5 for questions to ask community/staff at this point in the process to ensure their concerns and expertise are part of analysis.)*

The process to update the 2012 Food Action Plan began in 2019, paused in early 2020 as the COVID pandemic began, and resumed in September 2021. Staff advisors and managers from the following City departments are actively involved in the Food Action Plan Update process and implementation: DON, HSD, OCR, OED, OLS, OPCD, OSE, PHSKC, SPU, and SPR, with additional departments consulted as needed (FAS, SCL, SDOT, OIR, OIRA, and more). The IDT is facilitated by OSE and HSD.

Involving community members and stakeholders in the work has been at the core of our process. We interviewed dozens of subject matter experts across 13 City and County departments on their food-related programs, policies, priorities, and racial equity impacts of the work. We also conducted deep engagement with over 250 community leaders and stakeholders representing different sectors of the food system, from food business, workers, community-based organizations, food and environmental justice leader, advocate, other government institutions, and philanthropy. Our community engagement goal was to center the voices of communities most affected by the combined and lasting impacts of settler colonialism, systemic racism, and food system inequities.

We synthesized initial [community input](#) into a draft set of goals, strategic priorities, and actions, then vetted and built upon them during and after a [public comment period](#). The resulting Plan addresses a range of food system issues, with a deep focus on addressing the root causes of inequity and focusing on the priorities of communities most impacted by racism.

Initial reports from community engagements—with full details on who participated—are available on the [Food Action Plan webpage](#):

- [Community Engagement Report Back Presentation](#) (from July 12 & July 15, 2022)
- [Community Engagement Full Report](#)
- [Community Leader Interviews Report](#)

Note: we also conducted a 2021 RET on Food Action Plan community engagement.

2d. What does data and your conversations with stakeholders tell you about existing racial inequities that influence people's lives and should be taken into consideration? (See Data Resources on p.6. *King County Opportunity Maps* are good resource for information based on geography, race, and income.)

The data and community conversations highlight the persistent racial and ethnic inequities across the food system that harm people and communities of color. Patterns of racial disparities exist in every aspect of the food system, from who experiences food insecurity and related health impacts to who is exploited for labor in food and agricultural industries to who has access to land and waterways to produce food. Often what kinds of food traditions and knowledge are valued in the food system center on white culture, norms, and values without query or critique. Communities of color also experience disproportionate and cumulative exposures to harmful environmental and climate pollution, to which the food system is a major contributor.

Please see response 2b for details on specific racial inequities.

2e. What are the root causes or factors creating these racial inequities?

Examples: Bias in process; Lack of access or barriers; Lack of racially inclusive engagement

The Food Action Plan IDT conducted a root cause analysis examining the factors creating racial inequities across the food system ([click here](#) to see our Miro board exercise and [click here](#) to see root causes of [food insecurity](#)).

Root causes include:

- Barriers to resources and care (due to culture, language, immigration status, structural racism)
- Criminal justice disparities
- Racism in schools
- Racist housing policies
- Racist lending practices
- Racist hiring practices
- Wealth inequality
- No access to work
- No access to capital
- White dominant culture
- Settler colonial land structures
- Extractive food and economic systems

Step 3. Determine Benefit and/or Burden.

Given what you have learned from data and from stakeholder involvement...

3. How will the policy, initiative, program, or budget issue increase or decrease racial equity? What are potential unintended consequences? What benefits may result? Are the impacts aligned with your department's community outcomes that were defined in Step 1.?

The Food Action Plan Update aims to increase racial equity through our food-related programs, policies, investments, and practices. Potential short-term desired results and benefits are provided below, listed by Strategic Priority in the draft Food Action Plan Update.

Working definition of *RSJ priority populations*: People and communities most impacted by racism: Black, Native, Indigenous, and People of Color. People and communities most impacted by social inequalities based on class,

immigration status, preferred language, gender, sexuality, ability. Youth, elders, and households with children from the communities named above.

Community Food Security

- Increased access to nutritious, culturally responsive, convenient, and person-centered food security programs.
- City-managed programs are reaching a majority ***RSJ priority populations***.

Land Access

- Increase in community food production projects and sites stewarded by ***RSJ priority populations***.
- Increase in land management activities stewarded by Native and Indigenous communities.
- Activation of space for new food sites/projects led by and for ***RSJ priority populations***.

Education & Training

- Increase in culturally relevant and empowering food and nutrition education and training opportunities led by and for youth and adults from ***RSJ priority populations***.

Economy & Labor

- A focus on labor settlements, investigations, and financial remedies in food-related industries, which employ low-wage workers.
- Increased access to responsive technical and financial assistance focused on underrepresented food businesses.
- Reduction in displacement and increased availability of new BIPOC/WMBE food businesses that offer culturally specific foods.

Supply Chains

- Equitable spending through City food programs on BIPOC/WMBE food businesses.
- Equitable investments in a variety of hard-asset infrastructure that supports the local food system.
- Increased focus on food value chain coordination to support values-based purchasing by City contractors and partners.

Food Waste

- Food loss and food waste is prevented, reduced, and repurposed throughout the food system, with focus on communicating the equity and climate impacts of this work.

Environment & Climate

- Identification of specific strategies to reduce climate pollution in the food system, informed by new consumption-based inventory and co-created with frontline communities.

FAP Stewardship

- Equitable investments in community-led food work, focusing on projects with BIPOC leadership.
- Improved grantmaking and contracting processes across all food-related work to ensure equitable access to grants.
- City food programs and policies are co-designed and implemented with community partners and stakeholders in an ongoing way.

Based on our learnings from the data and community engagement, we have determined that to advance racial equity through the Food Action Plan, the IDT needs to lead with the shared values and practices outlined below. **If we do not lead with these values, perpetuating racial disparities may be the unintended consequences of the Food Action Plan programs, policies, and practices.**

- **Racial Justice & Equity:** We recognize that systemic racism through the investments and policies by government and the private sector have caused generational harm and resulted in disinvestments in Black, Indigenous, and People of Color (BIPOC) communities. We commit to undoing racism, eliminating racial, social, environmental disparities, and achieving racial equity within the City’s food work by focusing investments and shifting decision-making power to those most impacted by inequity.
- **Community Collaboration:** We recognize that the programs and policies that will create a just, equitable and sustainable future require effective collaboration with a variety of stakeholders and leaders working on food systems solutions that center racial and social justice. We commit to investing the time and resources for inclusive engagement, trusting relationships, and clear and transparent processes.
- **Accountability & Stewardship:** Our work as individuals is connected to the collective work of all City departments and we commit to working across institutional siloes to align our efforts and find bold and creative solutions. We are accountable to the people we work with and serve through clear, shared processes for developing policies and programs and by taking responsibility for our decisions, actions, and outcomes. We take responsibility for our work by being data-informed, consistently tracking and reporting on progress, course correcting when we do not meet goals, and using measures of success that are meaningful and important to the communities most impacted by this work.
- **Whole System Approach:** The [food system is interconnected](#) to other complex social, environmental, economic, and agricultural systems that impact environmental and human health. We examine the root causes of the food system issues we work to address, and our responses and solutions assess the interaction the City’s food policies and programs have with other systems. We test our assumptions about the benefits and burdens of programs and policies and develop creative opportunities to make positive change across systems and sectors and contribute to solutions that address racial and social injustices in the broader local and global food system.

Step 4. Advance Opportunity or Minimize Harm.

4. How will you address the impacts (including unintended consequences) on racial equity? What strategies address immediate impacts? What strategies address root causes of inequity listed in Q.6? How will you partner with stakeholders for long-term positive change? If impacts are not aligned with desired community outcomes, how will you re-align your work?

The **draft** Food Action Plan Update outlines 8 Strategic Priorities and 49 Actions designed to address immediate impacts and root causes of inequities detailed above. See table below for details.

In alignment with the values and practices described in Question 3, the Food Action Plan IDT is in the process of developing (1) a progress monitoring framework to assess the impacts of the Food Action Plan strategies and action on racial equity and (2) a strategy for ongoing and inclusive community and stakeholder engagement to discuss progress, challenges, and solutions.

1	Community Food Security: Build community food security through culturally relevant, equitable, healthy food access.
Ref.	Action Headline
1.A	Prioritize culturally relevant and equitably purchased foods in City food programs
1.B	Expand transportation services for food access
1.C	Expand access to nutritious, locally grown food and education for young children.

1.D	Improve food served in schools
1.E	Scale and strengthen out-of-school food programs
1.F	Sustain and strengthen food and meal programming for older adults
1.G	Strengthen and expand the Fresh Bucks program
1.H	Pilot and scale Food is Medicine programs
1.I	Strengthen meal programs and food bank capacity
1.J	Prioritize food access for unsheltered populations
1.K	Strengthen disaster preparedness efforts
2	Land Access: Increase access to land to support traditional foodways, locally grown foods, and community food projects, focusing on communities historically impacted by settler colonialism and racism.
Ref.	Action Headline
2.A	Increase BIPOC community land ownership for food and agricultural projects
2.B	Support Native ownership, stewardship, and access to land and resources
2.C	Activate more public land for community food production
2.D	Integrate food policies into City of Seattle plans and efforts
2.E	Increase investment in and expand the P-Patch Community Garden Program
2.F	Test soil at community gardens and urban farms
2.G	Build urban agricultural knowledge with farmers and gardeners
2.H	Support preservation and access to land outside of Seattle for food production
2.I	Explore development of a citywide foraging policy
3	Training and Education: Expand access to culturally relevant and empowering food and nutrition education for youth, adults, and older adults.
Ref.	Action Headline
3.A	Connect young people to food system jobs and job training
3.B	Strengthen and expand the Urban Food System Program
3.C	Increase culturally relevant food and nutrition programming for youth
3.D	Support community-led nutrition education for adults
4	Economy & Labor: Create an equitable, fair, and healthy local food economy for workers, businesses, and residents.
Ref.	Action Headline
4.A	Work with community partners to co-enforce Seattle's labor laws

4.B	Support strong labor protections for farmworkers
4.C	Include labor standards in City contracts and agreements
4.D	Support food projects that promote equitable economic development
4.E	Increase equitable access to financing for food businesses
4.F	Support new and existing small food businesses
4.G	Streamline the permitting process for farmers markets
5	Local supply Chains: Foster equitable, environmentally sustainable, and strengthened local supply chains.
Ref.	Action Headline
5.A	Launch a sustainable, equitable food purchasing initiative
5.B	Increase food value chain coordination
5.C	Invest in local food system infrastructure
6	Food waste: Prevent food waste, strengthen food rescue operations, and compost the rest into new natural resources.
Ref.	Action Headline
6.A	Increase public awareness about food waste prevention
6.B	Partner with food businesses to prevent food waste
6.C	Strengthen cross-sector food rescue operations
6.D	Implement nutrition policies for rescued and donated food
6.E	Compost inedible food and “compost right”
6.F	Reduce single-use food service ware in City food programs
7	Environment: Reduce climate pollution associated with Seattle’s food system and support food production that improves the environment.
Ref.	Action Headline
7.A	Reduce climate pollution associated with the local food system
7.B	Use community-led education and awareness campaigns
7.C	Use regenerative food and agricultural practices
8	Food Action Plan Stewardship: Create intentional structures and processes that enable effective coordination and implementation of the Food Action Plan in alignment with community and City values and priorities.
Ref.	Action Headline
8.A	Invest in community-led action

8.B	Strengthen culturally relevant, in-language outreach
8.C	Support community engagement and cross-sector collaboration
8.D	Facilitate cross-department collaboration
8.E	Report on FAP implementation and progress
8.F	Track state and federal legislation and funding opportunities

Step 5. Evaluate. Raise Racial Awareness. Be Accountable.

5a. How will you evaluate and be accountable? How will you evaluate and report impacts on racial equity over time? What is your goal and timeline for eliminating racial inequity? How will you retain stakeholder participation and ensure internal and public accountability? How will you raise awareness about racial inequity related to this issue?

In alignment with the values and practices described in Question 3, the Food Action Plan IDT is in the process of developing (1) a progress monitoring framework to assess the impacts of the Food Action Plan strategies and action on racial equity and (2) a strategy for ongoing and inclusive community and stakeholder engagement to discuss progress, challenges, and solutions. These efforts are critical to maintaining community and stakeholder participation and to ensure internal and public accountability and will be a focus of the IDT’s work in 2023-2024.

5b. What is unresolved? What resources/partnerships do you still need to make changes?

Additional resources and partnerships will be needed to realize the full potential of the Food Action Plan. The IDT is actively working to identify needs/gaps in existing programs/services and key investment priorities for expanded work. We are elevating resources resource needs and opportunities in memos to department Directors, the City Budget Office, and Mayor’s Office. Additionally, the IDT intends to collaboratively develop a Food Action Plan budget paper in 2024.

Meanwhile, we are also pursuing state and federal funding opportunities to support the priorities of the Food Action Plan.

Step 6. Report Back.

Share analysis and report responses from Q.5a. and Q.5b. with Department Leadership and Change Team Leads and members involved in Step 1.

Creating Effective Community Outcomes

Outcome = the result that you seek to achieve through your actions.

Racially equitable community outcomes = the specific result you are seeking to achieve that advances racial equity in the community.

When creating outcomes think about:

- What are the greatest opportunities for creating change in the next year?
- What strengths does the department have that it can build on?
- What challenges, if met, will help move the department closer to racial equity goals?

Keep in mind that the City is committed to creating racial equity in seven key opportunity areas: **Education, Community Development, Health, Criminal Justice, Jobs, Housing, and the Environment.**

Examples of community outcomes that increase racial equity:

OUTCOME	OPPORTUNITY AREA
Increase transit and pedestrian mobility options in communities of color.	Community Development
Decrease racial disparity in the unemployment rate.	Jobs
Ensure greater access to technology by communities of color.	Community Development, Education, Jobs
Improve access to community center programs for immigrants, refugees and communities of color.	Health, Community Development
Communities of color are represented in the City's outreach activities.	Education, Community Development, Health, Jobs, Housing, Criminal Justice, Environment
The racial diversity of the Seattle community is reflected in the City's workforce across positions.	Jobs
Access to City contracts for Minority Business Enterprises is increased.	Jobs
Decrease racial disparity in high school graduation rates	Education

Additional Resources:

- **RSJI Departmental Work Plan:** <http://inweb/rsji/departments.htm>
- **Department Performance Expectations:** <http://web1.seattle.gov/DPETS/DPETSWEbHome.aspx>
- **Mayoral Initiatives:** <http://www.seattle.gov/mayor/issues/>

Identifying Stakeholders + Listening to Communities of Color

Identify Stakeholders

Find out who are the **stakeholders** most affected by, concerned with, or have experience relating to the policy, program or initiative? Identify racial demographics of neighborhood or those impacted by issue. (See *District Profiles* in the [Inclusive Outreach and Public Engagement Guide](#) or refer to U.S. Census information on p.7)

Once you have identified your stakeholders

Involve them in the issue.

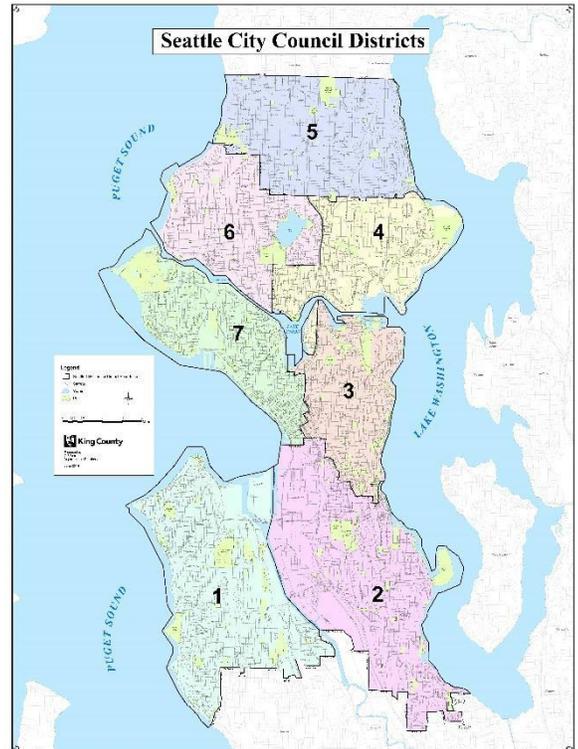
Describe how historically underrepresented community stakeholders can take a leadership role in this policy, program, initiative or budget issue.

Listen to the community. Ask:

1. What do we need to know about this issue? How will the policy, program, initiative or budget issue burden or benefit the community? (*concerns, facts, potential impacts*)
2. What factors produce or perpetuate racial inequity related to this issue?
3. What are ways to minimize any negative impacts (harm to communities of color, increased racial disparities, etc) that may result? What opportunities exist for increasing racial equity?

Tip: Gather Community Input Through...

- Community meetings
- Focus groups
- Consulting with City commissions and advisory boards
- Consulting with Change Team



Examples of what this step looks like in practice:

- A reduction of hours at a community center includes conversations with those who use the community center as well as staff who work there.
- Before implementing a new penalty fee, people from the demographic most represented in those fined are surveyed to learn the best ways to minimize negative impacts.

For resources on how to engage stakeholders in your work see the **Inclusive Outreach and Public Engagement Guide**: <http://inweb1/neighborhoods/outreachguide/>

Data Resources

City of Seattle Seattle's Population and Demographics at a Glance:

http://www.seattle.gov/dpd/Research/Population_Demographics/Overview/default.asp

Website updated by the City Demographer. **Includes: Housing** Quarterly Permit Report • **Employment data** • 2010 Census data • **2006-2010 American Community Survey** • 2010 Census: Demographic highlights from the 2010 Census; Basic Population and Housing Characteristics Change from 1990, 2000, and 2010 – PDF report of counts of population by race, ethnicity and over/under 18 years of age as well as a total, occupied and vacant housing unit count; Three-page subject report – PDF report of detailed population, household and housing data • American Community Survey: **2010 5-year estimates and 2009 5-year estimates** • Census 2000 • Permit Information: Comprehensive Plan Housing Target Growth Report for Urban Centers and Villages; Citywide Residential Permit Report • Employment Information: Comprehensive Plan Employment Target Growth Report for Urban Centers and Villages; Citywide Employment 1995-2010 • The Greater Seattle Datasheet: a report by the Office of Intergovernmental Relations on many aspects of Seattle and its region.

SDOT Census 2010 Demographic Maps (by census blocks): Race, Age (under 18 and over 65) and Median Income http://inweb/sdot/rsji_maps.htm

Seattle's Population & Demographics Related Links & Resources (From DPD website:

http://www.seattle.gov/dpd/Research/Population_Demographics/Related_Links/default.asp)

Federal

- [American FactFinder](#): The U.S. Census Bureau's main site for online access to population, housing, economic, and geographic data.
- [Census 2000 Gateway](#): The U.S. Census Bureau's gateway to Census 2000 information.

State

- [Washington Office of Financial Management](#): OFM is the official state agency that provides estimates, forecasts, and reports on the state's population, demographic characteristics, economy, and state revenues.

Regional

- [Puget Sound Regional Council](#): PSRC is the regional growth management and transportation planning agency for the central Puget Sound region in Washington State.

County

- [King County Census Viewer](#): A web-based application for viewing maps and tables of more than 100 community census data indicators for 77 defined places in King County.
- [King County Department of Development and Environmental Services](#): the growth management planning agency for King County.
- [Seattle & King County Public Health - Assessment, Policy Development, and Evaluation Unit](#): Provides health information and technical assistance, based on health assessment data
- [King County Opportunity Maps](#): A Study of the Region's Geography of Opportunity. Opportunity maps illustrate where opportunity rich communities exist, assess who has access to those neighborhoods, and help to understand what needs to be remedied in opportunity poor neighborhoods. Puget Sound Regional Council.

City

- [The Greater Seattle Datasheet](#): A Seattle fact sheet courtesy of the City of Seattle's Office of Intergovernmental Relations.

Other

- [Seattle Times Census 2000](#): articles, charts related to Census 2000 and the Seattle/Puget Sound region.

Glossary

Accountable- Responsive to the needs and concerns of those most impacted by the issues you are working on, particularly to communities of color and those historically underrepresented in the civic process.

Community outcomes- The specific result you are seeking to achieve that advances racial equity.

Contracting Equity- Efforts to achieve equitable racial outcomes in the way the City spends resources, including goods and services, consultants and contracting.

Immigrant and Refugee Access to Services- Government services and resources are easily available and understandable to all Seattle residents, including non-native English speakers. Full and active participation of immigrant and refugee communities exists in Seattle's civic, economic and cultural life.

Inclusive Outreach and Public Engagement- Processes inclusive of people of diverse races, cultures, gender identities, sexual orientations and socio-economic status. Access to information, resources and civic processes so community members can effectively engage in the design and delivery of public services.

Individual racism- Pre-judgment, bias, stereotypes about an individual or group based on race. The impacts of racism on individuals including white people internalizing privilege and people of color internalizing oppression.

Institutional racism- Organizational programs, policies or procedures that work to the benefit of white people and to the detriment of people of color, usually unintentionally or inadvertently.

Opportunity areas- One of seven issue areas the City of Seattle is working on in partnership with the community to eliminate racial disparities and create racial equity. They include: Education, Health, Community Development, Criminal Justice, Jobs, Housing and the Environment.

Racial equity- When social, economic and political opportunities are not predicted based upon a person's race.

Racial inequity- When a person's race can predict their social, economic and political opportunities and outcomes.

Stakeholders- Those impacted by proposed policy, program or budget issue who have potential concerns or issue expertise. Examples might include: specific racial/ethnic groups, other institutions like Seattle Housing Authority, schools, community-based organizations, Change Teams, City employees, unions, etc.

Structural racism - The interplay of policies, practices and programs of multiple institutions which leads to adverse outcomes and conditions for communities of color compared to white communities that occurs within the context of racialized historical and cultural conditions.

Workforce Equity- Ensure the City's workforce diversity reflects the diversity of Seattle